Examine the Role of Intellectual Capital Management in the Performance of High School's Managers of Islamshahr City Education

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ABSTRACT

The basic objective of the present study is examinant the role intellectual capital management in the performance of high school's managers of Islamshahr city education in the course year 2012-2013. The statistical population of present study are consist of 142 people include all teaching assistants of high school education Islamshahr city. A number of 60 people (30 women and 30 men) were selected as sample group. The measuring tool is consists of two questionnaires intellectual capital Bontis and Patterson job performance. The data was analyzed using the SPSS software in two levels of descriptive and inferential statistics (Pearson's correlation and regression test) and the findings suggest that there is a significant between intellectual capital and positive correlation performance.

KEYWORDS: Intellectual Capital, Human Capital, Relational Capital, Structure Capital, Performance

1. INTRODUCTION

Rapid advances of technology have changed in the fields of communications and computing, nature of knowledge, abilities, skills and expertise of individuals in the workplace. The world market of information today needs to a variety of staff expertise, attitudes and intellectual skills in technology-driven environment. The success of public and private organizations in the new economy will depend on to re-structure the organizational structures, economic, processes and intellectual sets to exploit of the potential wealth that is created by the individual. Intellectual capital needs to statement of the system and a set of variables that help to identify and to manage them in a country. Although importance of knowledge as a strategic asset traced back to many years ago that ancient Greeks and Egyptians were create first knowledge developing documents to his goals [1]

Human relations are one of the blessings God that has placed in the human as humans need in order to understand each other and live together. Since the schools are responsible to construction of the personality, character and human conduct, they have been responsible for great mission and from this view have special place among all other organizations. Health and balance of human largely depend to its behavior and relationships with others and vice versa [2].

Now, after a quarter century of trial and error and achieve experience the education system gradually move to the pressurized of needs and internal requirements and in shadow of world new experiences to change the organizational structure, policies, programs and practices that their effects will emerge gradually in future implementations. A major transformation in the philosophy, principles and objectives of education and training in the past two decades, has been suggesting efforts to rebuild the people and society through education. Must see that to achieve the goals, what programs, what content, what ways and who, how and in what structure will be employed. In our era, power and potential ability of education for the progress and development is obvious for the nations. The countries that deliberately employ education, have been successful in achieving its objectives make this power de facto and create appropriate changes in the areas of cultural, economic, political, social [3].

Thus, identifying the ways of creating, managing and evaluating the performance of "intellectual capital", have a significant impact on profitability and improvement of the strategic position of organizations and presents as an element inherent to adapt to changes and environmental difficulties and with aim of create and competitive advantage sustain in business [4].

The reputation of institution and organization may be product of its management way, but certainly is the result of the rational intellectual capital of the organization. Emphasis and attention to intellectual capital shows the key differences is between institutions which use traditional and modern management ways, That is older management techniques based on physical and tangible assets, while new methods of management focuses on intellectual capital management [5]. In organizations which there is a strong behavioral patterns, common behaviors and norms are shaped to look they create is pure. This pure with ethnic and healthy culture help has been able to encourage people to share information and knowledge in order to the development [6].Therefore, scholar faces with many researches about management and intellectual capital but it cannot be argued certainly that there is a relationship between intellectual capital management and management education, Therefore present

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study sought to find the answer to the question whether is there a relationship between intellectual capital management and management education?

2. MATERIALS AND METHODS

This research methodology in term of purposes is practical, in term of data is quantity and in term of nature and method is correlation. The statistical population of this study makes up to 142 people of all of education high school teaching assistants of Islamshahr city. The simple random sampling technique is used to select a representative sample group and to increase measurement accuracy and based on sample size determining formula of VHS Bula (1970) [7] 60 persons of (30 females and 30 males) forms a sample size of this study.

The measurement tools of study are two questionnaires intellectual capital of [8] that has been developed based on these variables. Five-item Likert spectrum that is one of the most widely of measurement scales is used to design this part, and Patterson job performance questionnaire (1990) [9]. The mentioned questionnaire is containing 15 questions. The questions is in the form of 4-choice of Likert (always, often, sometimes, rarely) that are graded from 1 to 4, respectively. The maximum attainable score of this questioner is 60 and a minimum score of it is attainable 15 [10]. After preliminary plan codification was trying to determine amount of the validity and reliability of the questionnaires.

In the present study, measurement tool validity was calculated by Cronbach's alpha that value of intellectual capital management questionnaire credit is obtained number 0.824 and the number 0.941 is obtained for questionnaire managers' job performance that this numbers indicate the used questionnaire have necessary reliability. The content validity of this questionnaire by teachers and several of the experts who have been confirmed have necessary valid.

3. RESULTS

In this study three features of Intellectual capital management of managers (managers' notation to, customer, manager's attention to human relationship, manager's attention to structure relationship) and their relationship with the managers have been evaluated. The explanatory findings of intellectual capital management variables and its components as well as performance management are presented in the following tables:

Table1. Variables explanatory Indicators in the sample group

Variable Name	Number	Minimum	Maximum	Mean	Standard Deviation	Skewness	Elongation
Human Capital	60	40	83	62.92	7.395	-0.102	1.009
Structural Capital	60	29	46	37.56	5.726	0.50	-1.009
Relational Capital	60	27	53	40.10	6.086	-0.211	-0.543
Intellectual Capital Management	60	114	179	144.91	16.644	-0.57	-0.643
Job Performance	60	21	60	43.93	12.136	0.63	-1.386

As Table 1 shows the average of human capital in the sample group is 62.92 and the standard deviation equal to 7.395. Skewness indicators of the distribution is equal to -0.102 and indicate that the skewness of the distribution to the left than the normal distribution. Elongation of distribution is equal to 1.009, which indicates that the elongation of distribution is not significantly different than the normal distribution. The below histograms indicate the above statements.

To investigate the role of intellectual capital management in job performance regression Enter method was used. In this regression, correlation coefficient is 0.481, and the coefficient of determination that is the square of the correlation coefficient is equal to 0.127.

Table 2. Results of correlation coefficient

Correlation Coefficient	Determination Coefficient	Corrected determination coefficient
0.481	0.127	0.97
Significant level	Value of error	Conclusions
95%	0.05	Is line regression

And in Table 3 are due to the independent variable has three components (of relational capital, human capital and structural capital) review this issue on basis the multiple regression in which variables are more predictive power.

According to Table 3, it can be said that the relational capital is the best predictor of the dependent variable because the beta coefficient 3.877 (weight coefficients) larger than wt coefficients structural capital and human capital. Also this ratio tells us that for every one standard deviation unit in component of relational capital will see the changes to the size of the 1.994 standard deviations in the dependent variable (performance of managers). After relational capital, human capital and structural capital are in the later stages in terms of predictive power. Also above table indicates that the composite coefficients with value of 0.529 and determination

coefficient with value 0.280 are more when we only consider one variable as the independent variable (As is specified in the previous table). While a significant amount combined with the value of 0.002 indicates a significant relationship in the very high level.

Table 3. Multiple regression analysis to investigate the effect of independent variables components on the dependent variable

Value	Beta (Partial regression coefficient)	Amount of the impact on the dependent variable	Multiple regression coefficients	Determination coefficient	Adjusted determination coefficient	Value of T	P Value
Managers' performance			0.529	0.280	0.224		0.002
Human capital	2.480	1.549				1.563	0.124
Structural capita	2.207	1.059				1.281	0.206
Relational capital	3.877	1.994				1.538	0.014

4. DISCUSSION AND CONCLUSION

Today, to management of intellectual capital in the organization has become one of the most important things. However, due to the existence of complexities in defining, measuring and intellectual capital strategic evaluating is very difficult. Management on intellectual capital enables organizations to develop organizational competencies. Since organizational competencies are obtained on the basis of intellectual capital, thus any improvement in these competencies will depends on the effective management on intellectual capital; as a result an improvement will be created in the performance management and value creation [11].

According to the results, it can be said that with the rise of each of the components of intellectual capital management, performance management is also increasing. Based on this increasing knowledge, competencies, skills, innovation and good relations with customers increase the performance and education managers. So in this case, is proposed to the managers at all levels of education to improve its performance and consequently increasing the quality of education at their set, be considered intellectual capital management and its components as a factor affecting on education and with meetings establishment that teachers are present in them this issues be raised and attended to try to be institutionalized. Findings result of [6, 12, 13, 14, 15, 16, 17, 18], also confirmed the results of this hypothesis.

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